

HOLY TRINITY SCHOOL STRATEGIC PLAN

SEMI-ANNUAL REPORT ON PROGRESS – JANUARY 2012

The Holy Trinity School strategic plan is intended to address the practical needs of our community, curriculum and facilities while also strengthening and focusing our ability to differentiate ourselves by modeling the culture and character of an elementary school in the Jesuit tradition of education. The plan has actions and goals contributing to the development of capabilities in four focus areas. The Principal and the School Advisory Board will report progress against the plan semi-annually over its 3-5 year horizon, highlighting notable progress against each of these four focus areas. The plan itself may be referenced or downloaded on the HTS website at: <http://www.htsdc.org/assets/Strategic-Plan.pdf>

Notable achievements this half year:

Focus 1: Jesuit Identity – deepening our understanding of and commitment to Ignatian spirituality and Jesuit teaching methods.

- Began implementation of the Responsive Classroom program for student social growth. All teacher training will be complete by February. A description of the program can be found at: <http://www.responsiveclassroom.org/about-responsive-classroom>
- Improved Jesuit orientation for new and existing faculty.
- Provided parents with guided meditation this Advent led by the HT Pastoral Associate for Ignatian Spirituality, Martina O’Shea.
- Increasing alignment of lesson plans with Ignatian Pedagogical Paradigm (The Jesuit Learning Model). The desire is for all teachers to understand this model and demonstrate that by fully developing at least one compliant class plan a week. A description of the Ignatian Pedagogical Paradigm can be found at: <http://www.loyolajesuit.org/IPP.htm>
- Creation of an afterschool listing of activities. This information, sent out early in the school year via e-mail, will be updated each semester and made available on the HTS web site.

Focus 2: Academic Excellence – affirming our commitment to educational excellence emphasizing ongoing comprehensive curricular review and support for the teachers’ professional growth.

- Establishment of a merit bonus program for teacher performance as a way to reward and retain faculty.
- Began a review of teacher compensation against comparable parochial and public schools to ensure parity.
- Began a comprehensive curriculum review starting with the language arts program. Our desire is to ensure alignment of the curriculum across grade levels and to exceed the Archdiocese of Washington’s curriculum objectives.
- Inclusion of tutoring rooms and a new instructional space in the theatre improvement plans.

Focus 3: Community – support for a broader and invigorated engagement with our school community.

- Creation of a new, more functional Holy Trinity School web site.
- Improved orientation and peer pal system for new families.
- Improved visibility of school activities, events and achievements within the larger Parish community through Parish bulletin updates.
- Reorganized administrative staff to improve school communication to parents and parishioners.
- Increasing operational coordination between the Parish and HTS through implementation of Cornerstone software. Despite implementation challenges, piloting this package improves our ability to ensure it meets the needs of Holy Trinity Parish and School.

Focus 4: Sustainability – improved and documented processes throughout and robust financial systems that not only meet present needs but provide capacity for meeting the needs of future generations of students.

- Increased financial aid to ensure retention of current families and students.
- Increased marketing efforts to sustain full enrollment and high levels of interest in an HTS education.
- Continued to identify, prioritize and plan for necessary maintenance and desired improvements to school buildings.
- Instituted a policy of making contributions to a school reserve fund with a portion of any surplus funds.
- A technology support specialist was hired as a shared resource between the Parish and HTS.

Taking into account these highlighted items and progress on other actions, approximately 30% of the actions in the strategic plan have been completed so far. This effort is evenly spread across the four focus areas highlighting controls guided by the principal to ensure a balanced approach to changes and improvements without impacting our teachers' focus on educating students.

The Holy Trinity School faculty and staff, the School Advisory Board, the Home School Association and numerous volunteers from the school and parish communities are proud of their accomplishments so far and look forward to continuing their momentum in accomplishing the plan. Ultimately, the successful realization of the strategic plan will result in a Holy Trinity School that is exceptional at educating the whole child, clear in its articulation of Jesuit values and materially and financially strong so as to develop “Children for Others.”

Sincerely,

Keith Darr

Principal
Holy Trinity School